

## MILPERSMAN 1910-104

### SEPARATION BY REASON OF EXPIRATION OF ACTIVE OBLIGATED SERVICE (EAOS)

<b>Responsible Office</b>	NAVPERSCOM (PERS-832)	Phone: Toll Free	1-833-330-MNCC (6622)
---------------------------	--------------------------	------------------	-----------------------

MyNavy Career Center	Phone: Toll Free E-mail: MyNavy Portal:	1-833-330-MNCC (6622) <a href="mailto:askmncc@navy.mil">askmncc@navy.mil</a> <a href="https://my.navy.mil/">https://my.navy.mil/</a>
----------------------	---	--

<b>References</b>	(a) BUPERSINST 1610.10 (b) BUPERSINST 1900.8A
-------------------	--

1. **Separation Authority (SA)**. Commanding officer (CO).
2. **Policy**. A member may be separated upon expiration of enlistment or fulfillment of service obligation. Separation up to 30 days prior to the member's expiration of active obligated service (EAOS) is authorized if
  - a. the member is serving outside the continental United States (CONUS); or
  - b. the member is a resident of a state, territory, or possession outside CONUS and is serving outside the member's state, territory, or possession of residence.
3. **Characterization of Separation**. Honorable, unless a General is warranted on the basis of the Enlisted Performance Evaluation System; reference (a) refers. A member is eligible for a characterization of service as General (Under Honorable Conditions), if during the current enlistment, the member's final evaluation average is 2.49 or below. (This average is determined by averaging the individual trait averages of all evaluations during the current enlistment.)

4. **Separation Program Designator (SPD)**. Per reference (b), the following SPD codes are to be used:

SPD CODE	EXPLANATION
JBK	Involuntary discharge, no board entitlement.
KBK	Voluntary discharge allowed by established directives.
LBK	Involuntary release or transfer to another service component.
MBK	Voluntary release or transfer to another service component.